

## Dial-a-Doula Solidarity Statement and Action Plan



*The Dial-a-Doula Program condemns racism and police violence, standing in solidarity with the [Black Lives Matter](#) movement.*

In response to the murders of Breonna Taylor, George Floyd, Sandra Bland, Sean Reed, Ahmaud Arbery, Tony McDade, and countless others murdered by police and racialized violence, Dial-a-Doula is actively examining and addressing its own role in perpetuating racial implicit bias. Furthermore, the violence and abuse inflicted upon Black bodies in research and medicine lead to health inequities in maternal and child health. Thus, our work as doulas is inherently connected to racialized violence and, therefore, we must recommit to racial and health equity.

As we plan for the reopening of the Dial-a-Doula Program, we are committing to racial equity by addressing the following action items by September 1st. Additionally, we would like to include your voice in leadership conversations to create a more inclusive community for all doulas and advance racial equity in our work. We welcome you to complete this [survey](#) and provide anonymous feedback to the program concerning how Dial-a-Doula can address racial health disparities and minimize implicit bias.

1. **Revise the Volunteer Application** to assess doulas' understanding of health equity and commitment to reproductive justice, racial equity, and the centering of marginalized identities.
2. **Diversify our doula volunteers** to better reflect the population in which we serve by:
  - a. Adding sociodemographic questions (i.e., race/ethnicity, language, gender, and sexuality) to the Volunteer Application;
  - b. Improving community outreach to increase the number of people of color and community members as volunteers;
  - c. Creating an annual scholarship for doulas of color to receive their doula training.
3. **Provide continued education** on birth justice, racial equity, and the experiences of Black pregnant people during the volunteer information sessions and share circles.
4. **Accept more doula training options** for volunteers, other than just DONA-approved trainings, that focus on social justice and health equity (e.g. [Cornerstone Doula Trainings](#) in California)

We recognize our unwavering responsibility to foster an environment that protects the lives of Black people. Thus, we are committed to achieving these goals to advance racial equity in our work and will continue to explore other avenues for change. We also continue our ongoing commitment to increase access to doulas for all childbearing families who desire them, regardless of socioeconomic status. To include your perspective in our leadership discussions, please complete this anonymous [survey](#) to provide feedback to the program.